# CIVILIAN MARINER COUNCIL

## Action Item Summary

As of November 2, 2006

# CLCOCT05-01a
# Surface Swimmer Program

- **Issue – Recruiting and Retention of SRS**
  - **Recommendation presented to CLC to provide incentive cash bonuses**
  - **Provide added incentive by giving credit during rating for advancement**

- Action a. N1 to revise existing INST. for

  COMSFSC approval

  b. Communicate program to Masters

  c. Reinforce program when ships request waivers for SRS shortage

- All actions completed. MSFSCINST 12451.1 in effect

- **STATUS: Closed**

# CLCOCT05-01b
# Surface Swimmer Program

- **Issue – Requirement for SRS**

- MSFSC has revisited the requirement for NAVY to provide swimmers on MSC ships
  - Current posture of FSC is that our SRS program is adequate to assure mission objectives

- Action: COMSFSC will engage issue as TYCOM
  - MSFSC is now a voting member of the SRS Model Manager committee

- **STATUS: Closed as a CMC item.**

# PROMOTION BOARDS/RESULTS

## Standardize Application Package

- **Standardized MSC Application Package**
- One form for both internal and external applicants, comply with gov't model for external.
- Gov't model for internal candidates will require instruction revision, union negotiations, employee retraining.
- Recommendation to follow gov't model for both.
- **STATUS: Closed**

# CLCOCT05-05
# CLC Structure

- **Issue – future CLC will be under the purview of MSFSC**
- Charter has been re-written.  PM's part of standing committee
- Want to invite as regulars the class managers
- **STATUS: Closed**

# CLCOCT05-09 Emergency CLC M-9_ INSTITUTIONALIZE MASTER/CHENG IN BRIEFS

- **Issue – when do you require a Master/CHENG in brief ?**

- Solution in effect:
  - Full MSFSC code briefs to new MASTERS and new CHENGS
  - One time brief for all veteran Masters and Chengs

- Process is being used today for all new and veteran Masters and Chengs

- **STATUS: Closed**

# CLCOCT05-13
# Career Path Timeline 3A/E to Cheng

- **Issue – 3 A/E's require mentoring on optimal career track with MSC**

- Port Cheng has developed a career development plan for 3 a/e to Cheng. (See next three slides).

- Consideration given to the need to maintain endorsements and proficiency with motor, gas turbine and steam plants

- **STATUS: Closed**

Notes to CLCOCT05-13

# Career Path Timeline 3A/E to Cheng

***Required/desired training for upward mobility. Accomplish between u/w assignments.***

**Desired Training**
**CBR-D**
**OHA / MHE**
**Mag Sprinkler**
**MAG SPRNK INSP**
**Fuel testing/JP5**
**Unrep Hyd. Mech.**
**Tankerman DL**
**CMEO**
**High Voltage Electrical**
**Alstrom Drive/SD7000**
**Cargo Weapons**
**Elevator (Mechanical)**
**Data Communications**
**Electro Motive Diesel**
**Gas Turbine**

**Timeline shown is extremely aggressive. With current training requirements, it may take 4-5 years to get a 1A/E ticket.**

**Training to be done between the 4 mos u/w assignments.**

**After 365 u/w days, 3A/E can upgrade license to 2AE. Once 2A/E license is in hand, officer can sail as 2A/E.**

**Req training for upgrade to 1A/E & Chief Engr.:**
**New USCG REG's FOR ENGINEER'SARE EXPECTED Soon. Training is TBD.**

"4 mos 2 mos" – represents 4 months u/w; 2 months off for leave/training

Notes to CLCOCT05-13

# Career Path Timeline 3A/E to Cheng

***Requirement's must be completed before a 2A/E can take the 1A/E CHIEF ENGR. exam. Officer accumulated 365 days u/w as a 2A/E.***

**Requirement's for upgrade to 1A/E & Chief Engineer:**
**-Time as 1A/E, 1 year between license. 6 months as First engineer is required for upgrade.**
**-Time on Different platforms to be eligible fo[illegible]er.**

**Once 365 days at sea have been accumulated as 1A/E and all requirement's has been completed, the officer can upgrade license to Chief Engineer.**

***Strongly recommend several more years as 1A/E before officer is considered for promotion to Chief Engineer.***

***First look for promotion to Chief Engineer at 10 year mark***

***os 2 mos 4 mos 2 mos 4 mos 2 mos 4 mos 2 mos os***

***1/O tours-multiple ship types***

***3 3.5 4 4.5 5 5.5 YEARS 6 6 .5 7***
***8 9 10***

"4 mos 2 mos" – represents 4 months u/w; 2 months off for leave/training

Notes to CLCOCT05-13

# Career Path Timeline 3A/E to Cheng

- The time the Command can allow for upgrade is limited and this further exacerbates the timeline.

- USCG processing time before taking the exam is approximately one month.

- Once the test has been passed, further processing to issue the license can be upwards of 6-8 weeks, depending on the USCG office.

- The timeline shown on the previous two slides is very aggressive and optimistic.
  - In an ideal world with an energetic officer, the timeline for going from 3A/E to 1A/E would take 3-4 years and then another 2 years to go from 1A/E to having a Chief Engineer's license in hand.
  - In reality, we should plan on a timeline to Chief Engineer of at least 8-10 years.

# CLCOCT05-15
# MARINER LEADERSHIP TRAINING

- **Issue – Lack of Mariner formalized professional development program**
- Action: Port Captains reviewed and consolidated courses from list provided by N1 and solicited fleet feedback
- Program augments  MSCFSC overall Human Capital Strategy
- **STATUS: Closed**

# CLCOCT05-17
# Temporary Shore Training Assignments

- **Issue – Temp shore training assignment opportunities**
- Initial Action: Whitepaper forwarded to HQ-N1/PM1/MSFSC-COS to submit to Command Council
- Action to MSFSC to utilize mariners in shore positions to the advantage of the FSC and on a case by case basis
- **STATUS: Open. Feedback from council due.**

## CLCOCT05-19

# IDENTITY THEFT

- **Issue: Identity Theft – use of SSN as ID**
- Action: POC- FPRO to look at exposure within lifelines on ships and at MSFSC N1
- MSC will stop using full SSN for internal MSC communications where practical, i.e. promotion board results.
- Actions taken with N1 records management, LES's, and Sea Service Letters
- **STATUS: Closed as CMC item. Ongoing as a Command initiative**

## CMCMay06-001
# Federal Retirement Seminars

- **Issue: Provided through N1 Contractor and available from local HRO offices**
- Increased publicity to fleet of courses offered
- Looking to export to ships if possible
- Continuous effort in this area via FSC N1
- **STATUS: Closed as CMC item**

## CMCMay06-002
# Travel Process Improvement

- **Issue: Travel Process Improvement to support traveling Mariners**
- Action: Encourage Traveler to MSFSC N1 Communication or feedback when appropriate
- Action: N1 instructed travel office to encourage communication and feedback
- **STATUS: Closed as CMC item. Ongoing FSC N1 initiative**

## CMCMay06-003
# Craney Island Issues

- **Issue:  Facility does not provide for QOL for visiting ships**
- Action: COS for local action with Craney Island facilities
- **STATUS: Closed**

# CMCMay06-004
# Vessel Security Officer (VSO) Training

- **Issue: New Chief Mates need to be trained as VSO's**
- Can ATT take on this responsibility?
- Action: Port Captains to canvas fleet for VSO's training gaps
- Action: N3 to research ATT implications
- **STATUS: Open**

# CMCMay06-005
# Pay for sailing at a higher rate or rank without proper documents

- **Issue: Sailing mariners without the requisite license under certain circumstances. I.e. Aboard uninspected (non COI) type vessels**

- Recommendation: Remain aligned with USCG rules. Positions aboard uninspected and inspected vessels within the FSC shall be filled with mariners holding that license. Junior officer may not be paid at a high officer salary unless they hold that higher license and are temporarily or permanently promoted to that new position.

- **STATUS: Closed**

# CMCMay06-006
# 2nd Mate to Chief Mate upgrade pipeline

- **Issue: Additional training (up to seven months) to upgrade to 1/O and 1 A/E**
- Current Pipeline insufficient
- Actions:
  - 1. Verify inputs for CNA Pipeline analysis.
  - 2. Port Captains develop notional career path highlighting required training (MSC) and training required to advance (upgrade)
- **STATUS: Closed**

## CMCMay06-007

# C.N.A. Pipeline analysis

- **Issue: CMC wants to ensure training required to advance is captured in pipeline model**
- Visibility of aggregate attrition is poor
- Actions:
  - 2. MSFSC N1 provide 3 years of metrics by billet of attrition / retention.
  - 3. MSC N1 provide cost of loss of 2nd and 3rd Mates and Engineers
- **STATUS: Closed. Training elements have been captured in the pipeline model.**

## CMCMay06-008
# CIVMAR Job Satisfaction

- **Issue: Several items affect Civmar job satisfaction including but not limited to:**
  - Port visits
  - Security postures
  - Relief's/leave/pay/ship to shore communication
- Action: Improve ship – shore interchange (MSFSC N1 & Port Officers)
- **STATUS: Closed as CMC item. Continues as a command workforce initiative**